

## C. California's Economy Attachments

### Attachment A

#### Skills of 20 High-Demand Occupations Based On Online Job Ads

Top 20 Occupations in Online Job Ads	BLS Educ. Level	Work Experience	On-the-Job Training	Active Learning	Active Listening	Complex Problem Solving	Coordination	Critical Thinking	Instructing	Mathematics	Monitoring	Negotiation	Operation and Control	Operation Monitoring	Operations Analysis	Persuasion	Programming	Quality Control Analysis	Reading Comprehension	Repairing	Service Orientation	Social Perceptiveness	Speaking	Systems Analysis	Systems Evaluation	Troubleshooting	Writing
Accountants and Auditors	3	None	None	●				●		●									●				●				
Bookkeeping, Accounting, and Auditing Clerks	7	None	MT OJT	●				●		●									●				●				
Computer Systems Analysts	3	None	None					●									●	●	●						●		
Computer Support Specialists	6	None	MT OJT	●				●	●														●				
Customer Service Representatives	7	None	ST OJT	●				●											●		●		●				
Executive Secretaries and Administrative Assistants	7	1-5 years	None	●															●		●		●				●
First-Line Supervisors/Managers of Food Preparation and Serving Workers	7	1-5 years	None				●	●			●								●				●				
First-Line Supervisors/Managers of Office and Administrative Support Workers	7	1-5 years	None	●							●								●			●	●				
First-Line Supervisors/Managers of Retail Sales Workers	7	1-5 years	None					●			●					●						●	●				
Industrial Engineers	3	None	None			●		●			●								●								●
Truck Drivers, Heavy and Tractor-Trailer	7	1-5 years	ST OJT	●									●	●						●			●				
Marketing Managers	3	1-5 years	None	●				●			●					●							●				
Network and Computer Systems Administrators	3	None	None					●			●						●		●						●		
Physical Therapists	1	None	None	●															●			●	●				●
Registered Nurses	4	None	None	●			●				●								●			●					
Retail Salespersons	8	None	ST OJT	●				●				●				●					●						
Sales Managers	3	1-5 years	None				●				●					●						●	●				
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7	None	MT OJT	●				●				●							●				●				
Software Developers, Applications	3	None	None			●											●							●	●	●	
Web Developers	3	1-5 years	None	●				●							●		●		●								

Source: The Conference Board Help Wanted OnLine™(HWOL) data series for a 120-Day Period Ending March 21, 2012; Occupational Information Network (O\*NET)

On-the-Job Training	
I/R	Internship/Residency
APP	Apprenticeship
LT OJT	Long-term
MT OJT	Moderate-term
ST OJT	Short-term
None	None

Educational Codes	
1-	Doctoral or professional degree
2-	Master's degree
3-	Bachelor's degree
4-	Postsecondary non-degree award
5-	Some college, no degree
6-	High school, no degree
7-	High school diploma or equivalent
8-	Less than high school

## Attachment B

## Comparison of Growing Occupations by Entry Level Education in California 2010-2020

Fastest Growing (New Jobs from Industry Growth)	Entry Level Education	Largest Growing (New Jobs and Replacement Needs)
Medical Scientists, Except Epidemiologists (41.4% or 11,500 jobs) Biochemists and Biophysicists (37.5% or 2,400 jobs) Pharmacists (26.7% or 6,300 jobs) Physical Therapists (23.6% or 3,900 jobs) Family and General Practitioners (22.0% or 2,700 jobs)	Doctoral or Professional Degree	Lawyers (24,900 jobs) Medical Scientists, Except Epidemiologists (13,200 jobs) Pharmacists (12,300 jobs) Clinical, Counseling, and School Psychologists (11,300 jobs) Physical Therapists (5,800 jobs)
Marriage and Family Therapists (39.3% or 4,200 jobs) Healthcare Social Workers (31.0% or 3,900 jobs) Physician Assistants (25.3% or 2,100 jobs) Occupational Therapists (24.4% or 2,200 jobs) Urban and Regional Planners (23.6% or 2,100 jobs)	Master's Degree	Educational, Guidance, School, and Vocational Counselors (11,700 jobs) Instructional Coordinators (7,400 jobs) Education Administrators, Elementary and Secondary School (7,300 jobs) Healthcare Social Workers (6,900 jobs) Marriage and Family Therapists (6,500 jobs)
Market Research Analysts and Marketing Specialists (45.8% or 24,600 jobs) Logisticians (33.8% or 4,600 jobs) Cost Estimators (32.1% or 7,200 jobs) Database Administrators (32.1% or 3,600 jobs) Software Developers, Systems Software (31.9% or 24,100 jobs)	Bachelor's Degree	Elementary School Teachers, Except Special Education (51,500 jobs) Accountants and Auditors (50,000 jobs) Market Research Analysts and Marketing Specialists (38,800 jobs) Software Developers, Applications (33,800 jobs) Management Analysts (32,200 jobs)
Diagnostic Medical Sonographers (37.7% or 2,000 jobs) Veterinary Technologists and Technicians (31.0% or 2,600 jobs) Respiratory Therapists (26.1% or 3,700 jobs) Radiologic Technologists and Technicians (23.8% or 4,100 jobs) Registered Nurses (21.6% or 54,300 jobs)	Associate's Degree	Registered Nurses (99,800 jobs) General and Operations Managers (59,100 jobs) Preschool Teachers, Except Special Education (20,600 jobs) Construction Managers (12,200 jobs) Paralegals and Legal Assistants (9,200 jobs)
Emergency Medical Technicians and Paramedics (42.1% or 6,700 jobs) Heating, Air Conditioning, and Refrigeration Mechanics and Installers (27.1% or 5,600 jobs) Skincare Specialists (24.6% or 1,600 jobs) Licensed Practical and Licensed Vocational Nurses (22.5% or 14,500 jobs) Nursing Aides, Orderlies, and Attendants (22.5% or 24,600 jobs)	Postsecondary Non-degree Award	Nursing Aides, Orderlies, and Attendants (38,800 jobs) Licensed Practical and Licensed Vocational Nurses (31,700 jobs) Hairdressers, Hairstylists, and Cosmetologists (15,800 jobs) Dental Assistants (14,500 jobs) Firefighters (11,400 jobs)
Computer Support Specialists (18.6% or 12,900 jobs)	Some College, No Degree	Computer Support Specialists (31,200 jobs)
Pharmacy Technicians (33.1% or 9,600 jobs) Pharmacy Aides (32.1% or 2,600 jobs) Loan Officers (30.7% or 8,700 jobs) First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand (30.3% or 6,400 jobs) Food Service Managers (30.3% or 14,600 jobs)	High School Diploma or Equivalent	Office Clerks, General (109,400 jobs) Customer Service Representatives (92,600 jobs) First-Line Supervisors of Office and Administrative Support Workers (74,300 jobs) First-Line Supervisors of Retail Sales Workers (62,200 jobs) Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (59,200 jobs)
Home Health Aides (52.4% or 32,000 jobs) Personal Care Aides (42.6% or 138,200 jobs) Tapers (33.3% or 2,000 jobs) Nonfarm Animal Caretakers (31.1% or 6,100 jobs) Cooks, Fast Food (29.7% or 30,800 jobs)	Less than High School	Retail Salespersons (232,000 jobs) Cashiers (220,000 jobs) Waiters and Waitresses (175,100 jobs) Personal Care Aides (163,900 jobs) Combined Food Preparation and Serving Workers, Including Fast Food (148,100 jobs)

Excludes "All-Other" occupations and those with employment less than 5,000 in 2010.  
Source: California Employment Development Department

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